



Montana Department of **LABOR & INDUSTRY**

State Workforce Investment Board

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State Workforce Investment Board Minutes

May 14, 2014

7:30 a.m. – 3:30 p.m.

Red Lion Colonial Inn

2301 Colonial Dr., Helena, MT

Executive Room

BOARD MEMBERS PRESENT: Dave Crum, Chair; Dean Bentley; Dan Bernhardt; Pam Bucy; Senator Edward Buttrely; Sarah Calhoun; John Cech; John Danielson; Al Ekblad; Senator Tom Facey; Paul Gatzemeier; Larry Hall; Kirk Hammerquist; Jasyn Harrington; Keith HeavyRunner; Representative Brian Hoven; William Hunt; Denise Juneau; Fred Kellog; Billie Lee; Nan LeFebvre; Representative Ryan Lynch; John McKee; Robert Minto; Meg O'Leary; Richard Oppen; Kim Ormsby; Tammy Pilcher; John Rogers; Loren Rose; Scott Trent; and Jane Weber.

BOARD MEMBERS ABSENT: Casey Blumenthal; Tina Bundtrock; Jacquie Helt; Niles Hushka; Maureen Kenneally; Mike McGinley; and Rodney Miller.

STAFF: Pam Watson and Greg Cano

TECHNICAL SUPPORT: Chris Wilhelm

GUESTS: Governor Steve Bullock; Mary Berg, Career Futures; Cary Hegreberg, Montana Contractors Association; Jackie Lynch, Experience Works; Linda Moodry, Career Futures; and Gary Wright, Montana Dept of Labor & Industry.

Welcome and Introductions

Chair Dave Crum called the meeting to order at 8:00 a.m. He welcomed Board members and guests.

Roll call

Board members introduced themselves in lieu of roll call. A quorum was reached.

Agenda

Chair Crum asked for a consensus to approve the agenda. Mr. Hunt moved to approve the agenda as presented. The motion carried.

Minutes

Chair Crum advised that due to the last SWIB meeting being over a year ago and most current members were not serving on the board at that time, the October 3, 2012 minutes were provided for information but would be approved by the Executive Committee at a later date.

I. Introduction to State Workforce Investment Board and the Workforce System

Pam Watson, 21st Century Workforce Bureau Chief for the Department of Labor & Industry, provided an overview of the State Workforce Investment Board and the Workforce System. This included:

- The history of the Workforce Investment Act (WIA) and its responsibilities;
- The five concepts of the workforce development system;
- Montana has State Workforce Investment Board (SWIB), but no local boards;
- Duties and responsibilities of the SWIB;
- Montana's three workforce regions (see attached map);
- Montana's two workforce funding areas;
- The impact of WIA reauthorization;
- SWIB membership composition and requirements;
- The One-Stop System;
- The Workforce Investment Act / Wagner-Peyser Integrated Five Year State Plan;
- The Agricultural Outreach Plan; and
- The current SWIB Mission and Goals.

Denise Juno inquired about the Tribal areas and partnerships in respect to One-Stops and outreach. Ms. Watson advised that Browning has a Community Based Organization (CBO) that is a certified One-Stop, and that the TERO offices on reservations receive Section 166 funding from the US Department of Labor.

Ms. Juno asked about pre-Apprenticeship or internships as summer jobs for youth. Ms. Watson explained that pre-Apprenticeship opportunities are expanding into middle schools, high schools, and Graduation Matters. Ms. Juno requested to be part of the Graduation Matters discussions with Apprenticeship as it is an issue in the Bakkan. Rural areas are missing out on opportunities larger communities have such as high school students receiving welding certifications as part of their coursework via a dual credit program. Ms. Watson said the Department will contact Ms. Juno to continue the discussion.

Representative Brian Lynch asked what Montana is doing as a state to resolve the federal continuing resolution. Ms. Watson responded that national organizations are aggressively working to raise WIA funding levels and get WIA reauthorized. WIA is the only program President Obama is considering increasing funding for, but reauthorization is not going to be easy.

Kirk Hammerquist stated that many times the SWIB has felt like the cart before the horse. Things change quickly. SWIB's direction and ideas are our strength. Over the years,

collaboration of apprenticeship and education has been a priority. The Work Keys project scoring is more recognized by industry. Ms. Juno stated the ACT assessment is Work Keys, and that they struggled to get clear confirmation whether businesses would recognize the credentials. Mr. Hammerquist stated he sees stronger collaboration between unions, education, and apprenticeship in Montana's future.

For more information on the State Workforce Investment Board, please see <http://swib.mt.gov/>

II. Main Street Montana Project

Governor Bullock spoke about the Main Street Montana Project, which is a business plan for Montana written by Montanans. The primary focus of the project is to lay out concrete steps that state and local government, with the private sector, can take to support the businesses and workers of Montana. Governor Bullock covered:

- The overarching themes identified;
- The plan for action;
- The five Main Street Montana Project Pillars, and the goals within each pillar; and
- The areas he wants the SWIB to focus on.

John McKee commented on the great access Montanans have to state government and the Governor's office.

Robert Minto stated that Montana's reputation as being an isolated place is an impediment, and that the state needs to improve the ability of the workforce to function. Governor Bullock replied that Montana needs to address issues (low population and geographically large state) the same way a business would.

Chair Crum asked Governor Bullock what he would do if he were the SWIB. Governor Bullock responded that the SWIB should address how to help our kids stay in Montana and work the jobs they want, so they do not leave Montana to pursue their careers.

To learn more, visit <http://www.mainstreetmontanaproject.com/>

III. Workforce Programs Panel

- Richard Opper, Director of Public Health and Human Services, presented an overview of programs in his department tied to public assistance and the workforce system, such as [Temporary Assistance to Needy Families](#) (TANF).
- Nancy Feroni, Department of Commerce, discussed the [Primary Sector Workforce Training Program](#), and the [Big Sky Economic Development Trust Fund Category 1](#). These grant programs for businesses focus on net new job creation.
- Superintendent Denise Juneau, Office of Public Instruction, talked about the programs that address their goals of college, career, and civic engagement: [Graduation Matters Initiative](#); their partnerships with the Governor to expand early childhood education, Department of Labor and Industry on Jobs for Montana's Graduates, and Department

of Public Health and Human Services to provide quality school-based mental health care.

- Commissioner Pam Bucy, Department of Labor and Industry, spoke about the many programs and projects within the Department: [Job Service Workforce Centers](#); training programs such as the [Workforce Investment Act](#); [Veterans Services](#), [Unemployment Insurance](#); various grants; [Incumbent Worker Training](#); the [Equal Pay Initiative](#) and its connection to STEM Careers; [Jobs for Montana's Graduates](#) (JMG); and [State Registered Apprenticeship and Training](#).

John Danielson shared that he serves youth eligible to co-enroll in WIA and JMG.

Representative Lynch asked how Job Corp fit in with DLI's programs. Commissioner Bucy stated there is a strong tie as workers are trained to meet employers' needs.

IV. US Department of Labor TAACCCT Grants

John Cech, Deputy Commissioner of Two-Year and Community College Education with the Office of the Commissioner of Higher Education (OCHE), provided information on the TAACCCT Grants:

TAACCCT Round 3

Montana was awarded \$25 million in a [Round 3 TAACCCT grant](#), referred to as Strengthening Workforce Alignment in Montana's Manufacturing and Energy Industries ([SWAMMEI](#)). This grant provides infrastructure to expand and align Montana's two-year and community college education system as they tie to the manufacturing and energy industries.

Senator Tom Facey asked about the percentage of traditional verses non-traditional college students.

Mr. Minto asked about the feasibility to have focused math components related to specific jobs rather than more the general components of college courses. Mr. Cech replied that they are looking at coursework requirements, but it is a complex issue. College courses equate to credits, which students need to obtain a degree.

Mr. Hammerquist asked if 2-yr colleges will become 4-year colleges. Mr. Cech said they are not, but the credits will transfer.

Jane Weber asked what the energy and technology side was looking at. Mr. Cech advised they are looking at hydro; extraction of oil, gas, and coal; power plants; advanced aeronautics; and gun manufacturers.

Chairman Crum asked how the grant funding could be used. Mr. Cech stated it could be used to purchase equipment but not for physical plant expansion. However, expansion

could be funded through other grant opportunities such as the Department of Commerce Big Sky Trust Fund.

Representative Hooven stated he was glad the grant included CDL training.

Senator Buttrey said the workforce needs more specialized training, rather than college degrees. Local Government should apply on behalf of colleges to ensure public/private partnerships.

Commissioner Bucy would like to see a more flexible package. Big companies in Montana can help when we ask the Legislature for funding.

TAACCCT Round 4

Montana is in the preliminary stages of planning to apply for a Round 4 TAACCT grant that focuses on creating access to rural education with a healthcare focus. It is referred to as HeathCARE (Creating Access to Rural Education).

Nan LeFebvre would like to be on the advisory committee for the HealthCARE grant. Currently she has an RN case manager posting offering \$62,000 a year with a \$4,000 signing bonus, and is having difficulty filling the position.

Chairman Crum requested a motion for the SWIB to endorse both grants. Motion Carried.

V. Round Table Discussions and Report Outs

Board members broke into groups to discuss Main Street Montana Project Pillar #1: Train and educate tomorrow's workforce today, and its goals. Groups discussed the opportunities and challenges of the pillar's goals.

Challenges

- Need a baseline level of knowledge.
- Want talent, and then develop skills to specific job.
- Having education too specialized has potential problems if that job suddenly is not needed or available.
- Workers with only minimal skills may not have the necessary training when the jobs they trained for are gone.
- Programs need flexibility in schedules to meet the needs of individuals.
- College bound kids are facing large debt. Need to be sure education is affordable.
- Workers today change jobs five to seven times in their lifetime.
- Need additional types of metrics to predict future workforce needs, something other than historical trends.
- Where to go to get critical thinking.
- How to teach collaboration.
- Be careful to not burn out.
- Today's workforce lacks leadership and project management skills.
- Money invested at/before third grade has little impact.

- Money and time invested in apprentices with potential is lost when they move on.
- Most grown adults cannot afford to go back to school. They have personal financial and family burdens that make it impossible to go back to school.
- Workforce needs to demand their needs. It shouldn't be forced on them by the university system.
- Can be difficult for the two-year schools to adjust to current job requirements.
- Funding preschool.
- Anticipate emerging technology and associated costs.
- Provide condensed specific education broadly across the state
- Integrating emerging technology into existing workforce.
- Recognize generational differences in educational setting and other learning styles.
- Red tape.
- Quality educators.
- Ensuring labor and business are being reasonable when working together.
- School debt.
- Get more well-rounded education.
- Red tape in education making it inflexible.
- Attracting quality educators.

Opportunities

- Workers need more than a high school diploma, but not necessarily a four-year degree.
- Two-year program credits are transferrable into four-year programs.
- Balance barriers with opportunities. Find partnerships like on-the-job training and apprenticeship.
- Industry can clearly communicate what skills are necessary.
- We know the need for health care workers is increasing.
- Re-instill creativity – adapting learning and teaching styles.
- Encourage diversity in a curriculum.
- Create personalized apprenticeship programs.
- Customize math skills for the job.
- Increased use of training that results in certificates.
- Partnership / coordination / interaction between schools, government, and private business.
- Expose the different age ranges to broad array of fields.
- Provide opportunities for lifelong learning.
- Critical thinking may be more important than actual skills.
- Interact with resources such as DPHHS to help families instill good skills.
- Predict work needs to look for opportunities.
- Create thinkers.
- When schooling is completed more quickly, kids are more likely to stay.
- Identifying private funding for preschool.
- Look at leveraging state / federal funding resources to complete public / private partnerships.
- Being a clearinghouse for public / private partnerships for rural Montana.

- Broad opportunities.
- Skill sets tailored to jobs.
- Identify opportunities 20 years from now.
- Building business reputation.
- Programs work with Department of Corrections, like the culinary program.
- Remote education.
- Reasonableness – teach people to work together.

VI. Board Planning

SWIB responsibilities include:

- Approving the WIA funding formula for Youth Service Providers;
- Provide recommendations for use of discretionary funding;
- Provide guidance for youth activities via the Youth Council; and
- Endorse the following:
 - WIA / Wagner-Peyser Strategic Five-Year Plan;
 - Agricultural Outreach Plan's annual submission;
 - Senior Employment Plan's bi-annual submission; and
 - Research and Analysis's grant submission and reporting.

Committee Appointments

Ms. Weber suggested SWIB staff compile information from the round table reports and develop committees based on the themes identified. The committee list can then be sent to Board members, who will select committees of interest. Chair Crum and staff will facilitate this request.

VII. Agricultural Outreach Plan

Jenny Harris, Administrative Specialist with the Job Service Operations Bureau, Department of Labor and Industry, presented the Department's [response to public comment](#) for the annual [Agricultural Outreach Plan](#). The Plan addresses the Department's outreach plan for agricultural Migrant and Seasonal Farm Workers (MSFW). The plan was presented to the SWIB Executive Committee before being submitted for public comment. The Board must now approve the response before it is submitted to US Department of Labor.

Ms. Weber moved and Mr. Hammerquist seconded the response be approved for submission to US Department of Labor. The motion carried.

VIII. New Business

Dates for the next meeting were proposed. In the interest of time, Ms. Weber suggested SWIB staff send the dates to Board members and compile the results for Chairman Crum to select the next meeting date.

IX. Other Business / Public Comment

There was no other business.

X. Adjourn

With no further discussion Chair Crum adjourned the meeting at 3:30 p.m.

DRAFT